

Modern Slavery Statement

MAY 2025

Message from Our Chief Executive Officer

I am pleased to present Newmont's Modern Slavery Statement for 2025. As CEO, it is a privilege to lead an organization that prioritizes human rights throughout the business. We recognize that modern slavery – including forced labor, human trafficking and child labor – remains a global issue. As a business with operations and supply chains spanning the globe, we are committed to managing risks to prevent exploitation as we carry out our business activities.

We are taking proactive steps to protect human rights across our operations and manage the risks of modern slavery in the jurisdictions where we operate. While we recognize that modern slavery risks can exist throughout our business, we know that they are most likely to be found in our supply chain rather than within our direct workforce. We continue to enhance our supplier due diligence practices and strengthen the capacity of our site teams to identify potential risks. In 2024, we trained 165 suppliers across five countries on human rights, covering the risks and best practices related to managing modern slavery and child labor. Our goal is to increase awareness among suppliers, not only about the policies and standards we adhere to at Newmont, but also about how to better identify and manage risks in their own operations and supply chains.

Other actions taken in 2024 include:

- Validating our salient human rights issues, including a review of labor rights, which recognize the risks of forced and child labor.
- Conducting standalone Human Rights Impact Assessments (HRIAs) in Canada, Ghana and Suriname. These assessments, conducted with third-party human rights experts, included extensive interviews with local employees, suppliers and community members.
- Integrating sites that entered our portfolio through the 2023 Newcrest acquisition by working to align policies and approaches to human rights risks, such as modern slavery and child labor.
- Raising awareness about our grievance mechanisms and continuing to educate employees, contractors and community members on modern slavery and child labor issues, with the goal of empowering individuals to speak up when they see something concerning.

These efforts build on our long-standing commitment to ethical business practices and transparency.

Our work is far from done. Modern slavery is a complex issue that requires collaboration across industries, governments and civil society. We are committed to continuous improvement within Newmont and to upholding the highest standards of accountability. This statement outlines our policies, progress and plans to ensure that respect for human rights remains a fundamental part of our business.

Report Attestation: In accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act), and in particular section 11 hereof, I attest that I have reviewed the information contained in the report for the entities listed on [page 20](#). Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Tom Palmer
Chief Executive Officer

Introduction

We recognize that our activities have the potential to affect human rights throughout the mine lifecycle. Our commitment to managing these risks includes mitigating impacts from our activities, while contributing to social and economic sustainability through our interactions with employees, contractors, suppliers and host communities. An important part of our human rights approach includes addressing the risks of modern slavery and child labor.

Modern slavery is the term commonly used to describe human trafficking, slavery and slavery-like practices such as servitude, forced labor and debt bondage. Child labor is defined by the International Labor Organization as work that deprives children of their childhood, potential and dignity, and harms their physical and mental development.¹ The worst forms of child labor are also often considered forms of modern slavery.

Newmont's Modern Slavery Statement is published in accordance with the reporting requirements of the Australian Modern Slavery Act (2018) and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023). This statement reflects our commitment to respecting human rights and includes the policies, programs and actions we implemented to address modern slavery and child labor risks within our operations and supply chain during the 2024 calendar year ended December 31. We remain committed to transparent reporting on both our progress and the challenges in this area.

For more information on Newmont's commitment to respect human rights, create value and improve lives through sustainable and responsible mining, please see [Our Approach to Human Rights](#) and our [2024 Sustainability Report](#).

¹ <https://libguides.ilo.org/child-labour-en>

STRUCTURE, BUSINESS AND SUPPLY CHAIN

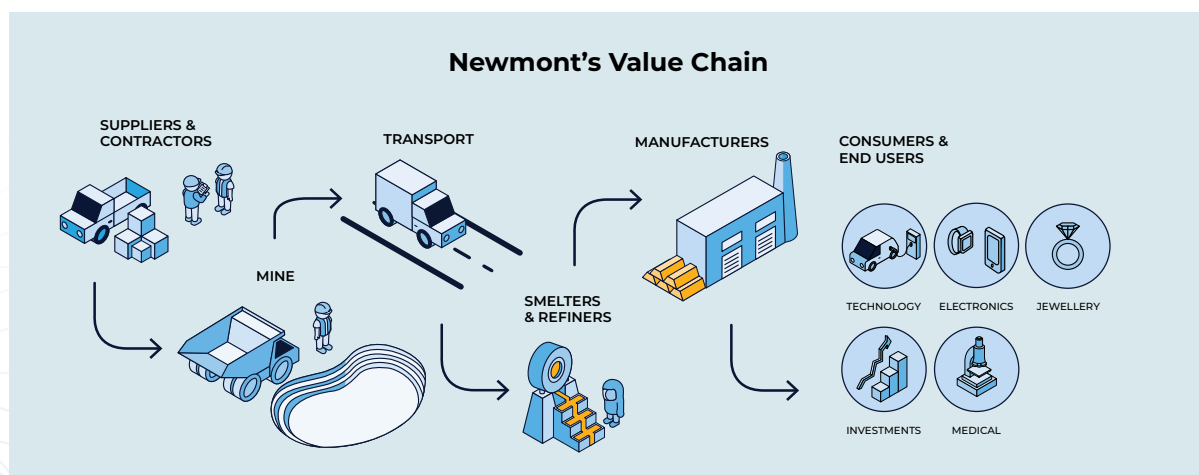
Our operations and people

Newmont is the world's leading gold company and a producer of copper, zinc, lead and silver with its headquarters in Denver, Colorado. Our global mining operations are located in Africa, Australia, Latin America and Caribbean, North America and Papua New Guinea, where we extract and process mineral ore. Our gold doré and mineral concentrates are transported by land, air and sea to refineries and smelters globally for further treatment and refining. End users of our products support multiple industries, including finance, technology, electronics, jewelry and medical.

2024 marked a pivotal year of growth and transformation for Newmont. Following the successful acquisition of Newcrest Mining Limited (Newcrest) in November 2023, we added five operating mine sites in Canada, Australia and Papua New Guinea. We are in the process of integrating these sites and aligning policies and practices, including those related to managing modern slavery and child labor risks. In early 2024, we also announced our intent to divest six non-core assets¹ (and a development project). For more information on our global operating assets and their production, please see our [website](#).

Newmont has nearly 43,000 employees and contractors supporting our operations globally. Around half of our workforce consists of contract workers who provide support or technical services, such as those related to construction and maintenance. We prioritize local and Indigenous employment and procurement at each site and work with our contractors to maximize opportunities for these groups. While human rights-related risks exist throughout our business, we recognize that modern slavery and child labor risks are more likely to be found in our contractor workforce and supply chain given that these are at least one step removed from Newmont's full oversight.

In 2024, Newmont's direct economic contributions totaled \$16.0 billion. This included \$6.0 billion in operating costs, \$2.5 billion in employee wages and benefits, \$2.7 billion in capital spending, \$2.9 billion in payments to providers of capital, \$1.9 billion in taxes, royalties and other payments to governments, and \$69 million in community investments.



¹ As announced on April 16, 2025, Newmont has completed the sale of its non-core operating assets, with the Coffee development project remaining designated as held for sale. Refer to the press release available on the Company's website at www.newmont.com.

Although the risks associated with modern slavery vary by country, we recognize that these risks exist in all jurisdictions where we operate. For that reason, our approach to modern slavery and child labor risk management is global. A summary of our operating assets and their level of vulnerability to modern slavery as identified by the 2023 Global Slavery Index is set forth in the map below.

Newmont's modern slavery country risk profile¹



North America		Latin America and Caribbean		Africa		Oceania	
1. RED CHRIS	11	8. PEÑASQUITO	58	14. AHAFO	45	16. LIHIR	79
CANADA	70% OWNED	MEXICO	100% OWNED	GHANA	100% OWNED	PAPUA NEW GUINEA	100% OWNED
2. BRUCEJACK	11	9. PUEBLO VIEJO	41	15. AKYEM	45	17. TANAMI	7
CANADA	100% OWNED	DOMINICAN REPUBLIC	40% OWNED	GHANA	100% OWNED	AUSTRALIA	100% OWNED
3. NEVADA GOLD MINES	25	10. FRUTA DEL NORTE	48			18. BODDINGTON	7
U.S.	38.5% OWNED	ECUADOR	32% OWNED			AUSTRALIA	100% OWNED
4. MUSSELWHITE	11	11. MERIAN	X			19. CADIA	7
CANADA	100% OWNED	SURINAME	75% OWNED			AUSTRALIA	100% OWNED
5. ÉLÉONORE	11	12. YANACOCOA	47				
CANADA	100% OWNED	PERU	100% OWNED				
6. PORCUPINE	11	13. CERRO NEGRO	36				
CANADA	100% OWNED	ARGENTINA	100% OWNED				
7. CRIPPLE CREEK & VICTOR (CC&V)	25						
U.S.	100% OWNED						

¹ Level of vulnerability to modern slavery is based on the 2023 Global Slavery Index (www.walkfree.org/global-slavery-index/map).



Our supply chain

The mining industry has complex global supply chains. Our supply chain activities cover the full lifecycle of the mine from exploration through to post-closure and include the procurement of goods (e.g., equipment, fuel, chemicals), operational and technical services (e.g., engineering, construction, transportation), and administration and support (e.g., security, catering, janitorial). Newmont procures goods and services from over 13,000 Tier 1 suppliers¹ in 72 countries, including many local suppliers based near our projects and operations.

In 2024, Newmont spent \$9.1 billion in payments to suppliers globally.

\$9.1B

total supply spend

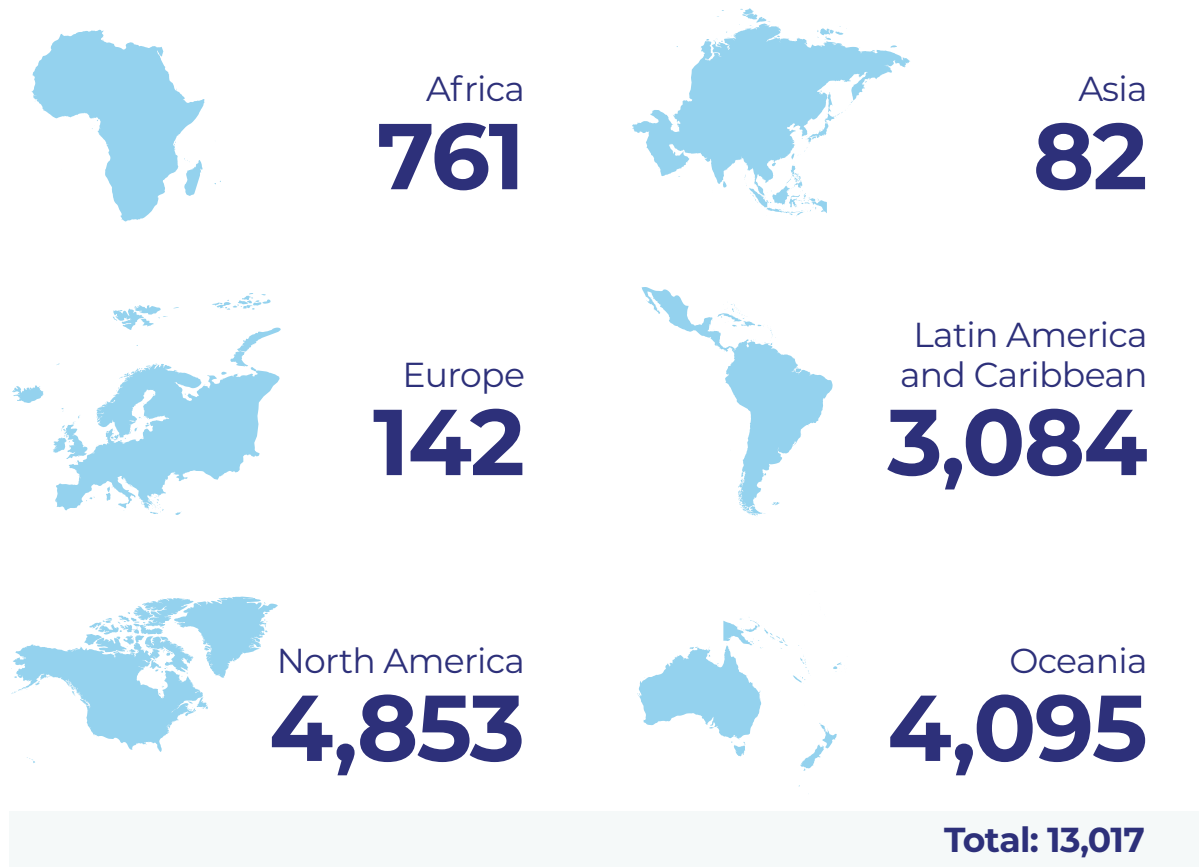
13,017

total Tier 1 suppliers located
in 72 countries

For a breakdown of our direct procurement spend on local, national and international suppliers, please see our [2024 Sustainability Report](#).

¹ Tier 1 suppliers are defined as those suppliers from which Newmont directly procures goods and services. Tier 2 would be the suppliers from which our suppliers directly source, and so on.

Number of suppliers by country



Top supply spend by category

Category	%
Fuel	9%
Construction Services (including Procurement, Engineering etc.)	7%
Heavy Equipment Parts	7%
Electric Power	5%
Maintenance Services	4%
Facility Management	3%
Consulting Services	3%
IT Services	3%
Financial Services	2%
Construction and Installation	2%

Based on available information, including non-governmental organization (NGO), government, and industry reports and guidance, we have identified the following categories of goods and services in Table 1 below to be potentially “high risk” for modern slavery and, in some cases, child labor. These categories guide our supplier due diligence program (see [page 13](#)) and help our site teams identify suppliers to engage in human rights training or where additional mitigations or due diligence may be needed.

Table 1: Potential High-risk Supply Chain Categories

High-risk Category	Risk Description
Facilities Management	Includes security, cleaning, janitorial, catering and waste management. These services are high-risk due to lower wages and potential labor exploitation, particularly of vulnerable or at-risk workers.
Road Transport, Logistics and Ocean Freight	Includes all aspects of transportation and logistics, with a particular focus on road transport, shipping and warehouse operations. Work is lower skilled and may exploit vulnerable or at-risk workers (e.g., migrant workers). Work is off site and the company has lower visibility.
Construction Services and Earthworks	Involves construction activities, earthworks and reclamation projects. Work may include lower-skilled and manual labor at risk of exploitation, particularly in high-risk jurisdictions.
Contractor Roles Utilizing Labor Recruiters	Roles filled by labor brokers may pose a risk of recruitment fees and unfair recruitment practices of which the company is not aware. Exploitation of vulnerable or at-risk workers (e.g., migrant workers) is also a risk.
Specific Bulk Commodities	Includes raw materials like lime, sand, gravel and cement. These commodities are high-risk due to lower-skilled and manual work in their extraction and processing.
PPE and Apparel	Covers the procurement of personal protective equipment and work apparel, such as uniforms, safety boots and gloves. These items are often produced in high-risk jurisdictions and off site with low supply chain visibility.
Other goods manufactured in high-risk jurisdictions	This category covers goods with complex, non-transparent supply chains, such as tires, solar panels and electronics, often produced or sourced from raw materials in high-risk jurisdictions.

In Papua New Guinea, where our Lihir mine is located, there is often a lack of reliable birth data, which can make it difficult to confirm the age of a worker. We recognize that unreliable birth data may result in potential risks for employing underage workers. The Papua New Guinea Identification Project is one formal source of birth data, however, not all citizens have been registered.

To address this risk, our Lihir mine site developed a screening process for new job applicants. This process first confirms if an applicant is Lihirian and eligible for a Lihirian preferred role. If so, the screening confirms the applicant’s date of birth in the Lihirian Village Population System and if they meet minimum education requirements for specific roles. Non-Lihirian job applicants are asked to provide evidence of their birth date that we seek to confirm through available records. Many positions open to Lihirians and non-Lihirians also require technical qualifications that reduce the risk of workers being underage.

Although child labor risks are considered low at our mining operations, they are more likely to occur in our supply chain activities, such as in subcontracting or manufacturing outside our mine sites. These risks also tend to be higher in countries with high poverty rates. The majority of child labor (70 percent) is found in agricultural activities,¹ where children may be taken out of school to work in fields, forests and fisheries. Additionally, artisanal and small-scale (ASM) mining taking place near our operations presents an increased risk of child labor. The U.S. Department of Labor’s [List of Goods Produced by Child Labor or Forced Labor](#) lists gold as a good at risk of being produced with child labor in our operating countries of Ghana, Peru and Suriname, where ASM activity is prevalent.²

¹ www.fao.org/childlabouragriculture/en

² Newmont does not engage in or source from ASM operations.

POLICIES AND GOVERNANCE

Newmont does not tolerate any form of slavery, human trafficking or compulsory, forced or child labor. Our [Code of Conduct](#) defines the expectations of behavior for Newmont employees and business partners, including vendors and contractors working with us or on our behalf. The Code of Conduct explicitly refers to our commitment to promote the fundamental human rights of the people where we operate and those with whom we work.

Policies

Our [Sustainability and Stakeholder Engagement Policy](#) outlines our commitment to the UN Guiding Principles on Business and Human Rights (the UN Guiding Principles). This commitment is further elaborated in our [Human Rights Standard](#), which reflects the minimum requirements to which all Newmont sites must adhere. In line with this standard, Newmont's global-level contract templates include a clause requiring suppliers to commit to respecting human rights as set forth in the Universal Declaration of Human Rights. The clause requires suppliers to continue to represent that there are no violations of human rights related to their operations as of the date that any invoice is submitted to us.

Our [People Policy](#) prohibits engaging in or condoning any form of child, forced or compulsory labor at any of our sites. Newmont's global-level contract templates also include a clause requiring suppliers to represent that there is no use of forced labor in the delivery or manufacture of goods or services to Newmont.

Our [Supplier Code of Conduct](#) requires suppliers to make sure they are not complicit in human rights abuses, including discrimination, harassment, child labor or forced and compulsory labor. The requirement

applies to both their operations and those of their subcontractors and other companies within their own or their subcontractors' supply chains. It also requires suppliers to pay employees, subcontractors and suppliers on time and address complaints or grievances expeditiously. Our sales contracts also require our downstream business partners to agree to our [Conflict-Free Gold Standard](#) or equivalent due diligence guidance.

Our [Stakeholder Relationship Management Standard](#) includes requirements for all Newmont sites to have local complaint and grievance mechanisms in line with the UN Guiding Principles. In addition, any complaints or grievances that have potential human rights impacts are systematically captured and marked as such for escalation and review at the enterprise level.

For the mine sites that were added to the portfolio through the acquisition of Newcrest, in 2024, we conducted gap assessments against relevant Newmont sustainability standards, including the Human Rights Standard, as part of our integration activities. Action plans have been developed to align policies and practices, and integration activities will continue in 2025.

Governance

To support the embedding of respect for human rights throughout Newmont, we have a global cross-functional human rights working group consisting of representatives from the Health and Safety, Environment, Social Performance, Legal, Business Integrity and Compliance (BI&C), Commercial, People, Security, Risk, Exploration and Mine Planning enterprise teams. The group provides oversight and reviews performance on a range of human rights issues, including modern slavery and child labor. Our operations also have cross-functional human rights working groups at business unit, country and/or site levels.

Through contract terms, memorandums of understanding, standard operating procedures and supplier training, we make our suppliers and

business partners aware of our human rights commitments. We reinforce these commitments with governments and joint venture partners, including where we are not the operator and where we hold minority interest.

Responsibility for the management of our overall human rights approach resides with the Group Head of External Relations and Social Performance. This role reports to the Chief Sustainability and Development Officer, who reports to the President and CEO. Management reviews our human rights performance with the Board of Directors' Safety and Sustainability Committee at least once a year, and the Committee Chair appraises the full Board of any significant matters or developments.



Photo: Tanami, Australia

OUR APPROACH

Salient human rights issues

Although we duly consider, account for and manage the full spectrum of potential human rights risks, our salient human rights issues represent the highest potential and most severe negative impacts associated with our activities and business relationships. In 2023, we refreshed the assessment of Newmont's salient human rights issues, which includes labor rights. Under labor rights we include consideration of the risk to the right to freedom from forced labor and child labor, among other risks. Identifying our salient human rights issues helps us prioritize our overall human rights due diligence approach. For more information on our salient human rights issues and management systems, see [Our Approach to Human Rights](#) and our [2024 Sustainability Report](#) on our website.

Modern slavery risks incorporated into our Supplier Risk Management program

The approach we take to human rights due diligence across our operations is based on the UN Guiding Principles. As modern slavery and child labor risks are more likely to be found in our supply chain than in our direct workforce, our Supplier Risk Management (SRiM) program, which began rollout in 2018, is one of the tools we use to identify and manage these risks. In 2024, SRiM was implemented at seven of our global operations, including our sites in Ghana, Peru, Suriname, the U.S. and two of our sites in Australia (Boddington and Tanami).

The SRiM program has a number of controls in place that help mitigate risks across the supplier lifecycle, as shown below.

Supplier Human Rights Due Diligence Aligned with UN Guiding Principles

Communications

- External reporting on labor and human rights issues in annual sustainability report
- Publish annual modern slavery statement

Tracking and Measuring Effectiveness

- Targeted supplier audits/investigations cover human rights issues



Supplier Pre-Qualification Survey

- Questions assess labor and modern slavery risks

Scope of Work Risk Assessments

- Identifies potential modern slavery risks where lower skilled labor is used

Prevention and Mitigation Actions

- Supplier training and mitigation based on risk assessment

Remedy

- Site-level grievance mechanisms and Business Integrity Helpline may capture modern slavery related issues

RISK ASSESSMENTS AND MANAGEMENT

Identification of country risks

Our Geopolitical Risk program aligns with our overall risk management approach and is integrated into our global Risk Management System. The program incorporates key risk indicators, including human rights, to inform significant investment decisions and risk management strategies. The geopolitical risk model quantifies and qualifies the top risks for such investment decisions and takes into consideration the following human rights issues related to modern slavery: labor issues; personal integrity and security of person; freedom of expression; freedom of association and minority rights. These issues are assessed every quarter by an external consultant, who updates the geopolitical risk model and provides a custom report for Newmont on key emerging issues in all countries where we operate.

Human rights impact assessments

Our Human Rights Standard requires Newmont's sites to integrate human rights into their existing processes and management systems. This includes identifying human rights issues on an ongoing basis through engagement with external stakeholders, ongoing risk and impact assessments, events reporting, and complaints and grievance mechanisms. Each site must update its Social Impact Assessment (SIA) at least every five years per our [Social Baseline and Impact Assessment Standard](#), and the SIA must include human rights considerations. Some sites and business units have also chosen to undertake standalone Human Rights Impact Assessments (HRIAs).

In 2024, standalone HRIAs were conducted in Ghana, Suriname and Canada, involving engagement with employees, contractors and community members. None of the HRIAs identified modern slavery or child labor risks. However, the assessment in Suriname revealed that some contract workers did not feel they had access to an effective grievance mechanism. This finding highlighted the need to work with our contractors to develop their capacity to provide effective grievance mechanisms and to promote awareness of Newmont's grievance channels and how they work.

Supplier due diligence

For Newmont sites that implement SRiM, new suppliers and suppliers due for contract renewal are required to complete a prequalification questionnaire that includes questions related to human rights risks, including forced and child labor. This questionnaire serves as an initial step in identifying potential risks and flags suppliers that may have an elevated likelihood of impacting human rights. The supplier scope of work is also assessed internally for risk elements, such as contractors employing lower-skilled labor where modern slavery and child labor risks are likely to be higher. Based on the review of the supplier's prequalification survey responses, and if they fall into a high-risk category (see [Table 1](#)), we determine whether further due diligence, human rights training or other mitigation measures are required. In 2024, we worked with Verité, an independent labor rights organization, to develop guidance for our site and country teams in reviewing and identifying supplier risks. The guidance is designed to increase awareness and improve consistency in risk identification across sites. We plan to roll out the guidance in 2025.

In addition to the prequalification process, our BI&C team screens suppliers and third parties at the time of initial engagement with Newmont. The third-party screening platform searches for recorded human rights violations or adverse media, including reports or allegations of modern slavery and child labor. If a potential risk is detected, suppliers are escalated to an internal human rights specialist for further review. Suppliers continue to be regularly monitored for these risks.

In high-risk cases, we conduct targeted supplier due diligence reviews to further identify human rights risks and develop corrective actions. For example, in 2024, we conducted due diligence on potential suppliers in the solar energy industry for links to forced labor. Solar energy has known forced labor risks in its upstream supply chain. We engaged potential suppliers to review their due diligence approaches and documentation and conducted desktop reviews and third-party screening of Tier 1 and Tier 2 suppliers. The review did not identify any known linkages to forced labor.

In 2024, as part of a supplier onboarding process, the Commercial function raised questions about a supplier from Turkey being contracted to conduct maintenance work at our Lihir operation in Papua New Guinea. The supplier would be providing labor from Turkey, and through our prequalification process, the supplier confirmed that they hold the passports of workers for safekeeping while working overseas. We engaged the supplier to confirm and explain our policy prohibiting the retention of personal identification documentation, and the supplier agreed to change their practices. We interviewed a sample of workers from this supplier when they arrived at site to confirm they were in possession of their passports. While engaging this supplier, we also assessed other risks that could be related to forced labor, such as recruitment fees, freedom to resign, and the hiring of any refugees or other vulnerable groups. The supplier readily agreed to comply with our policies, and no other potential risks were detected.



Remedy

Any human rights-related concerns, including those around modern slavery, can be raised through our local complaints and grievance mechanisms or our enterprise Business Integrity Helpline (online or by phone), which is a third-party confidential channel for employees and external stakeholders, including our contractor workforce. We also require that our suppliers remedy complaints or grievances expeditiously (as outlined in our Supplier Code of Conduct). If suppliers do not have their own mechanism, they may direct complainants to our local mechanisms or Business Integrity Helpline.

We prohibit any form of retaliation against anyone (employees, contractors or external stakeholders) raising a human rights issue or concern and expect those we work with to do the same. Our Business Integrity Helpline supports this by enabling anonymous reporting of complaints or concerns through a third party. We reinforce our anti-retaliation provision of the Code of Conduct when employees, contractors or other stakeholders present questions or report potential violations of our Code of Conduct.

In 2024, we received one case in Australia of an employee reporting allegations of forced labor conditions taking place at one of our suppliers. The allegations were reported to the applicable statutory authority for investigation, but no criminal violation was found.

No cases of child labor related to our operations, supply chain or community partnerships were identified or reported in 2024.

Photo: Merian, Suriname

TRAINING

Through training, we educate and raise awareness about our employees' responsibility concerning human rights. Global employee training is available in our online training catalog and covers the human rights risks in our business, including modern slavery and high-risk practices that could be indicators of modern slavery. In 2024, approximately 250 employees completed the voluntary online training.

We also conduct targeted human rights training with employees and suppliers, such as training on the Voluntary Principles on Security and Human Rights. As part of our Social Performance Learning Series, in 2024, nearly 100 employees globally attended training on Newmont's human rights commitments and programs, which included our work to address modern slavery and child labor risks. The sites that conducted HRIAs in 2024 also completed training on human rights due diligence with expert third-party human rights consultants. As an outcome of this, we developed training and a facilitation guide on conducting an HRIA that other sites can use in the future.

In our efforts to embed human rights throughout the business, we also partnered with our BI&C team to integrate human rights issues into the employee BI&C training. In 2024, the training reached approximately

10,000 employees globally and featured a case study on child labor associated with a third-party supplier.

Our supplier training program focuses on suppliers that are providing goods or services in areas with an elevated potential for human rights risks. The primary objectives of the program are to:

- State expectations for supplier performance on human rights, including the issues of modern slavery and child labor, and establishing effective grievance mechanisms;
- Review labor rights in the context of international frameworks and expectations, emphasizing freedom of association and collective bargaining rights; and
- Provide additional information, resources and tools to help suppliers identify and address possible human rights risks associated with their activities.

In 2024, we conducted in-person or virtual human rights training with 165 suppliers in Australia, Ghana, Peru, Suriname and the U.S., which were identified as having an elevated likelihood of impacting human rights. We also conducted supplier human rights training sessions with members of our human rights working groups, and Commercial teams in Australia, Ghana, Suriname and the U.S.

TRACKING EFFECTIVENESS

Since the rollout of our SRiM program, the prequalification questionnaire for suppliers has been one tool for identifying potential risks in our supply chain. This has led to follow-ups with several suppliers deemed high risk from a human rights perspective to provide training and/or to flag them for further due diligence or mitigation. We track supplier training numbers, as reported above, as we believe that engagement through training and awareness is an important first step in mitigating risk.

In 2024, our public human rights supply chain target was to implement risk mitigation plans for 100 percent of contracts with certain suppliers¹ identified as providing goods or services in areas with an elevated likelihood of impacting human rights. We fell short of our target, training 72 percent (165 of 230) of the suppliers identified. The shortfall was primarily due to supplier uptake and training capacity limitations. We will continue to explore ways to improve supplier attendance and further develop our training tools and capacity. Further detail on our target performance is reported in our [2024 Sustainability Report](#).

One way we evaluate the effectiveness of training is through the human rights-related issues reported through our complaints and grievance mechanisms, including issues related to supplier conduct. In 2024, we received one report regarding alleged forced labor related practices, as covered under “Remedy” on [page 14](#). We received no reports related to child labor.

Our Annual Sustainability Data Assurance program includes independent third-party review and assurance of select public disclosures and our performance against key commitments, including International Council on Mining and Metals (ICMM) Performance Expectations and the World Gold Council’s Responsible Gold Mining Principles. Through our integrated Combined Voluntary Commitments Assurance (CVCA) program, sites are assessed against these standards every three years. Some sites have also undergone self-assessments against the Towards Sustainable Mining reporting framework, and one site has achieved The Copper Mark certification. Assessment of our performance against these standards includes requirements to manage modern slavery and child labor risks.

¹ Applied to new suppliers and suppliers whose contracts were up for renewal at sites where SRiM has been rolled out.

COLLABORATION AND LEARNING FROM OTHERS

Modern slavery and child labor risks are complex global issues that no single company can resolve alone. We recognize the value of collaborating with our peers in mining and other sectors to share lessons learned and adopt best practices. We are members of several industry groups and multi-stakeholder initiatives that cover human rights issues, including modern slavery and child labor. As members of the ICMM, the World Gold Council, Responsible Mining Initiative and BSR, we participate in numerous discussions on human rights due diligence good practices and lessons learned. Through multi-stakeholder forums and events, we also engage with governments, academia and civil society representatives to make sure we are listening to all points of view and identifying opportunities for future collaboration.

In 2024, we participated in the Principles for Responsible Investment (PRI)-led Advance initiative, where we engaged with investors on our approach to human rights and management of our salient human rights issues.

FUTURE ACTIVITIES

Future activities to address modern slavery and child labor risks within our operations and supply chain include:

- Continuing the integration of mine sites that were added to the portfolio through the acquisition of Newcrest in November 2023, and aligning human rights policies, standards, contract clauses and approaches;
- Conducting site-level and regional HRIAs, including targeted due diligence;
- Rolling out supplier human rights guidance tools to improve enterprise-wide awareness and engagement with suppliers on potential risk issues;
- Working with site and country teams to better assess the potential human rights impacts of complaints and grievances so that any reported human rights issues are readily identified and escalated for appropriate remediation;
- Participating in industry initiatives to grow our understanding of modern slavery risks and improve our practices; and
- Providing input into government processes through industry associations, advocacy forums and direct engagement.



CONSULTATION

Our approach to modern slavery and child labor is global, and we engage across the business on a regular basis on these topics through the implementation of our global human rights policies, standards and integrated Risk Management System. In 2024, we actively engaged and consulted with the reporting entities listed in this report on human rights risk identification, management and implementation, including through site and regional engagement and human rights working groups. This report was prepared by our human rights subject matter experts, who coordinated with the Australian and Canadian Business Units and consulted with departments across the business, including Social Performance, External Relations, Commercial, Legal, BI&C and ESG reporting.

ABOUT THIS REPORT

This statement is made pursuant to the Australian Modern Slavery Act (2018) and Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023) covering the period January 1, 2024, to December 31, 2024. All financial figures included in this statement are quoted in U.S. dollars. The Board of Newmont Corporation approved this statement on April 30, 2025, on behalf of the reporting entities. The reporting entities covered by this statement are identified on [page 20](#) of this statement.

Appendices



Photo: Boddington, Australia

APPENDIX 1

The following entities are the reporting entities from Australia and Canada, respectively, covered by this joint statement:

Australia

- Cadia Holdings Pty Limited (ABN 95 062 648 006)
- Lihir Gold Limited (ARBN 069 803 998)
- Newcrest Mining Limited (ABN 20 005 683 625)
- Newmont NOL Pty Limited (ABN 80 009 221 505)
- Newmont Australia Pty Ltd (ABN 95 099 040 507)
- Newmont Boddington Pty Ltd (ABN 32 062 936 547)
- Newmont Corporation (ARBN 669 938 550)
- Newmont International Holdings Pty Ltd (ABN 53 667 812 642)
- Newmont Mining Services Pty Ltd (ABN 22 008 087 778)

- Newmont Overseas Holdings Pty Ltd (ABN 45 667 845 454)
- Newmont Tanami Pty Ltd (ABN 39 007 688 093)
- Saddleback Investments Pty Ltd (ABN 96 134 978 224)

Canada

- Goldcorp Canada Ltd. (1180729-3)
- Goldcorp Kaminak Limited (BC1153595)
- Newmont Goldcorp Integrated Services Inc. (002657537)
- Pretium Resources Inc. (BC1369853)
- Newcrest Red Chris Mining Limited (BC1200288)

APPENDIX 2

The table below describes the sections of this statement that are relevant to the mandatory reporting criteria required by the legislation mentioned below.

Australian Modern Slavery Act	Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act	Section(s) of this statement that satisfy the mandatory reporting criteria	Additional information
Identify the reporting entities covered by the joint statement		Appendix 1 (page 20)	• List of the “reporting entities” covered by this joint statement
Describe the structure, operations and supply chains of the reporting entities	The reporting entity’s structure, activities and supply chains	Structure, Business and Supply Chain (pages 4–7)	• Our operations and people • Countries in which we operate • List of our assets • Our supply chain
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entities (and any entities that the reporting entities own or control)	The parts of the entity’s business and supply chains that carry a risk of forced labor or child labor being used and the steps it has taken to assess and manage that risk	Structure, Business and Supply Chain (pages 5, 8)	• Potential high-risk supply chain categories • Newmont’s modern slavery country risk profile

Australian Modern Slavery Act	Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act	Section(s) of this statement that satisfy the mandatory reporting criteria	Additional information
Describe the actions taken by the reporting entities (and any entity that the reporting entities own or control) to assess and address those risks, including due diligence and remediation processes	The steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labor or child labor is used at any step of the production of goods in Canada or elsewhere by the entity or of good imported into Canada by the entity The reporting entity's policies and its due diligence processes in relation to forced labor and child labor Any measure taken to remediate any forced or child labor Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labor or child labor in its activities and supply chains The training provided to employees on forced and child labor	Policies and Governance (pages 9–10) Our Approach (page 11) Risk Assessments and Management (pages 12–14) Training (page 15)	• Description of Newmont's Code of Conduct and other internal policies and standards • Human rights risk assessments • Overview of our Supplier Risk Management program • Availability of our Business Integrity Helpline • Human rights training
Describe how the reporting entities assess the effectiveness of actions being taken to reduce the risk of modern slavery practices occurring	How the entity assesses its effectiveness in ensuring that forced labor and child labor are not being used in its business and supply chains	Tracking Effectiveness (page 16)	• Ongoing engagement and collaboration with suppliers • Tracking performance through complaints and grievance mechanisms
Describe the process of consultation with the reporting entities covered by the joint statement (and any other entities that the reporting entities own or control)		Consultation (page 18)	• Consultation with reporting entities and supporting departments
Any other relevant information		Collaboration and Learning from Others (page 17) Future Activities (page 17)	• Collaboration with our peers and industry stakeholders to further enhance systems and controls • Overview of future activities



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